



# U.S. Department of Labor Women's Bureau FY 2005 Outlook



*Better Jobs!  
Better Earnings!  
Better Living!*

# Women's Bureau Strengthening the Family Initiatives

***Promoting 21<sup>st</sup> Century solutions  
to improve the status of working women and their families***

## All Women's Bureau Projects

### Reinforce the President's Management Agenda

***Strategic Management of Human Capital***

***Competitive Sourcing***

***Improved Financial Performance***

***Expanded e-government***

***Budget and Performance Integration***

### Implement the Secretary's goals

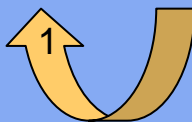
***A Competitive Workforce: Better Jobs and  
Better Living***

***A Secure Workforce: Better Earnings***

**Are developed with a strategic plan**

**Focus on measurable results**

**Can be replicated by others**



# Women's Bureau Strengthening the Family Initiatives

## Better Jobs!

- Total employment is projected to increase by 21.3 million jobs over the 2002-12 period, rising to 165.3 million jobs. *Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, February 2004*
- The two largest occupational groups—professional and related occupations and service occupations—will increase the fastest and add the most jobs from 2002-12. They will provide more than half the total job growth during that time period. *Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, February 2004*
- BLS projects that the number of new jobs created for RNs will increase by 27.3 percent between 2002 and 2012 from 2,284,000 to 2,908,000. *Source: U.S. Department of Labor, Bureau of Labor Statistics*

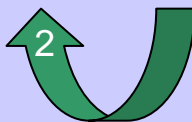
## Better Earnings!

- Of the 59 million wage and salaried women working in the United States as of June 2000, less than half—just 47 percent—participate in a pension plan.
- On average, a female retiring at age 55 can expect to live another 27 years, four years longer than a male retiring at the same age, and needs to save for these extra years.
- Studies indicate that women tend to invest more conservatively than men, receiving lower rates of return from their investment over time, thus reducing the amount of savings they have at retirement.  
*Source: U.S. Department of Labor, Employee Benefits Security Administration, Women and Retirement Savings, September 2004*

## Better Living!

- Only 18 percent of married couple families fit the traditional model with a stay-at-home wife and breadwinner husband.
- 26 percent of all children lived in single-parent families in 2003.
- 63 percent of women age 16 and over with children under age 6 were in the labor force in 2003.

*Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, March 2003*



# Better Jobs!



## Girls' E-Mentoring in Science, Engineering, and Technology

### Online mentoring project encouraging girls to pursue careers in SET fields

- Linked 300 volunteer women mentors in 47 SET fields with 1365 girls ages 13-18 through email and website
- Project targeted 41 states and the District of Columbia
- 165 partners helped implement GEM-SET
- GEM-SET website has received over 6 million hits
- Women's Bureau funded GEM-SET from 2001 to 2004
- Currently the University of Illinois at Chicago (UIC) manages the project
- GEM-SET features an online Q&A daily digest with questions from girls answered by mentors
- "How-to" Manual and Archives of Questions and Answers is available through website

[www.gem-set.org](http://www.gem-set.org)



### Project Highlights

#### **Replication - Guidant Corporation and St. Paul, Minnesota Public Schools**

Women Venture manages GEM-Guidant, a mentoring program linking junior and senior high school students with volunteer mentors in SET fields.

#### **Funding - Motorola Foundation**

The Motorola Foundation provided a grant to support GEM-SET activities, such as career panel discussions, mentoring meet and greet sessions, and field trips.

#### **Support – SBC Corporation**

The SBC Corporation is funding scholarships for GEM-SET students attending UIC in the fall of 2005.

## Group E-Mentoring in Nursing

Web-based project using electronic mentoring model to encourage students to explore nursing careers

- Links volunteer nurse mentors from 20 disciplines with students ages 15-21 through email and a website
- Features an online Q&A weekly digest with questions from project participants answered by mentors
- Provides information about career opportunities and sources of financial aid

### University of Michigan School of Nursing

Manages website and listserv including Daily Digests  
Will produce "How-to" Guide

**6 Participating Regions: 1 (MA), 2 (NY), 3 (PA), 5 (IL), 7 (MO) & 8 (CO)**

[www.gem-nursing.org](http://www.gem-nursing.org)



## FY 2004 Highlights

- ✓ 582 students enrolled in project
- ✓ 118 students recommended site to a friend
- ✓ 202 volunteer mentors
- ✓ 65 partners from 29 states and Puerto Rico
- ✓ Over 120,000 hits to the website

## FY 2005 Performance Goals

- 360 students registered
- 90 volunteer mentors participating

# Better Jobs!

## Women with Disabilities Entrepreneurship Project

Provides entrepreneurship training for women with disabilities from culturally diverse backgrounds

**Collaborative project with  
Office of Disability Employment Policy**

**4 Participating Regions: 4 (GA), 7 (MO), 8 (CO) & 9 (CA)**

### Key Project Partners

Womentor Group, LLC, Atlanta, GA  
Cobb Microenterprise Center, Kennesaw, GA  
First Step Fund, Kansas City, MO  
Catalyst Resources, Inc., Denver, CO  
Women's Initiative for Self-Employment, Oakland, CA



Source:  
The First Step  
Fund, Kansas  
City, MO



Source:  
Tiffany  
Roberts,  
Shooting Stars,  
Atlanta, GA

## FY 2005 Performance Goals

- 75 women will receive assistance to start their own businesses
- Outreach to women with severe disabilities
- Disseminate a "How-to" Guide

## FY 2004 Highlights

- ✓ 66% of graduates have already started a business



# Better Jobs!

## Online Learning for Women in Transition

Pilot project connecting women transitioning back into the workforce with resources that will help ensure their success

- Uses “high tech” and “high touch” approach
- Website offering tailored employment resources

**4 Participating Regions: 3 (PA), 4 (GA), 5 (IL) & 6 (TX)**

### Target populations

- Spouses of reservists (WV)
- Women in substance abuse rehabilitation and women with criminal backgrounds/felonies (KY)
- Baby Boomers transitioning into new careers (OH)
- TANF recipients (AR)

## FY 2005 Performance Goals

- Recruit 200 women
- Other project goals To Be Determined

## New Project

## Past Performance

### New Pilot Project will:

- ✓Build on the accomplishments of the Bureau's e-mentoring and online learning models

*GEM-Nursing, GEM-SET, Wi\$e Up, Online Learning for Single Mothers*

- ✓Build on the accomplishments of Better Jobs projects targeting specific populations

*Older Women Workers Demonstration Project, Women with Disabilities Entrepreneurship Project*

# Better Earnings!

## Wi\$e Up

Financial security and retirement savings project  
for Generation X women

- Web-based and classroom-based curriculum which covers topics in savings, investing, budgeting, insurance, credit and debt, and retirement planning
- Website features volunteer mentors answering questions via moderated listserv
- Monthly teleconference calls featuring experts in financial planning; recorded and posted on website

**6 Participating Regions: 1 (MA), 4 (GA), 6 (TX), 7 (MO), 8 (CO) & 10 (WA)**

**Texas Cooperative Extension**  
**The Texas A&M University System**  
Manages website and Ask the Experts feature

[www.wiseupwomen.org](http://www.wiseupwomen.org)

## FY 2005 Performance Goals

- 84 mentors available to 360 participants
- 65% of participants complete an action plan in the curriculum
- At least one out of three participants take an action toward securing her financial future
- Project expanding to private sector partners, including Alcatel



## FY 2004 Highlights

- ✓547 participants enrolled in classroom and online components
- ✓Target of 51% completing an action plan exceeded in both components
- ✓8 teleconference calls featuring financial experts
- ✓Over 25,000 hits to the website
- ✓Expanded to include military spouses





# Better Earnings!

## Wi\$e Up Project Highlights

- **Alcatel**  
After conducting a successful three month trial offering Wi\$e Up to 65 of its employees, Alcatel decided to open the Wi\$e Up program to all of its U.S.-based employees, which number over 5000.
- **American Institute of Certified Public Accountants (AICPA)**  
AICPA is partnering with the Women's Bureau to co-sponsor events, share resources, and provide mentors and financial experts for Wi\$e Up.
- **State Farm Insurance**  
State Farm Insurance awarded a grant to Texas A&M University to expand Wi\$e Up.
- **Center for Women in Charleston, SC**  
The Center for Women is partnering with four community organizations to make Wi\$e Up available through their computer-based training programs and to provide onsite financial counseling.

[www.wiseupwomen.org](http://www.wiseupwomen.org)



# Better Earnings!

## Women Managing Those Dollar\$

Financial security and retirement savings  
conferences for women

- Connect women in targeted communities with financial education materials and local/regional resources
- Host one-day conferences and mini-conferences reaching 150 women each
- Conference attendees use the Wi\$e Up curriculum to create plans of action

**5 Participating Regions: 1 (MA), 3 (PA), 8 (CO), 9 (CA) & 10 (WA)**



## FY 2005 Performance Goals

- Region 1 event 9/24/05 (Boston, MA) for faith-based community
- Region 3 event 3/12/05 (Philadelphia, PA) for Asian Pacific Americans
- Region 8 event 6/9/05 (Polson, MT) for Native Americans
- Region 9 event 8/6/05 (Las Vegas, NV) for women in the service industry, especially Latinas and immigrants
- Region 10 event 10/05/05 (Seattle, WA) for Asian Pacific Americans
- At least 50% of participants will indicate they benefited from events

## FY 2004 Highlights

### Las Mujeres y el Dinero

Over 4,000 Hispanic women reached through conferences with local partners across the country

**Over 2,000 attended Phoenix, AZ Kick Off (10/23-24)**

San Antonio, TX (11/15)  
Miami, FL (2/21)  
Philadelphia, PA (3/27)  
Seattle, WA (5/7)  
Hartford, CT (6/16)  
Kansas City, MO (8/5-6)  
Columbus, OH (9/16)  
Denver, CO (9/18)  
New York, NY (10/16)

# Better Living!



## Flex-Options

Corporate executives mentor business owners interested in developing flexible workplace policies

- Web-based resources on best practices, challenges, and tips for developing flexible workplace policies
- Conference calls featuring experienced professionals and leaders in the flexible workplace field

**6 Participating Regions: 2 (NY) , 5 (IL), 6 (TX), 7 (MO), 8 (CO) & 9 (CA)**

[www.we-inc.org](http://www.we-inc.org)

## FY 2005 Performance Goals

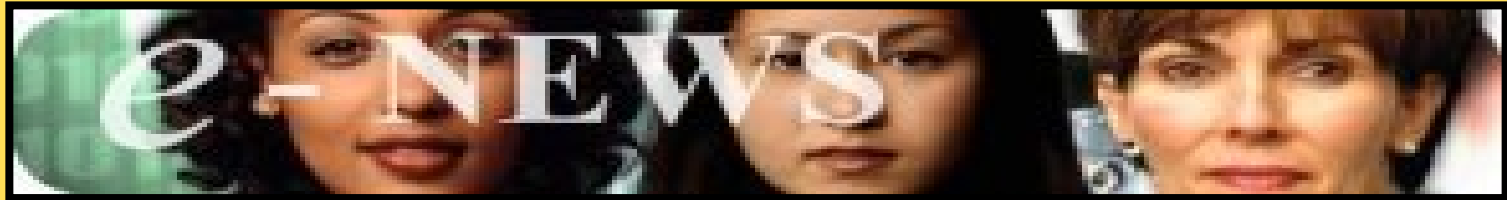
- Recruit 60 volunteer mentors
- Register 120 business owners interested in developing flexible workplace policies
- 60% of employers develop or enhance a flexible workplace policy
- 70 policies or programs created or expanded
- Collect Best Practices

## FY 2004 Highlights

- ✓ 87 employers registered in project
- ✓ 81 volunteer mentors
- ✓ 61 policies or programs were created or expanded
- ✓ Nearly two-thirds of participating employers have established or enhanced existing flexible workplace policies
- ✓ 6 teleconference calls featuring experts on flexible workplace policies reached an average of 76 listeners per call



# Outreach



## e-News

Electronic newsletter featuring  
Women's Bureau projects  
and other news of interest to working  
women

**Distributed to organizations serving  
over 1,000,000 women and men**

## International Visitors

Briefings for international dignitaries and women  
leaders are coordinated with the State Department  
and the DOL Bureau of International Labor Affairs

2002 – 2005

**567 visitors from 111 countries**

## Women's Bureau Video

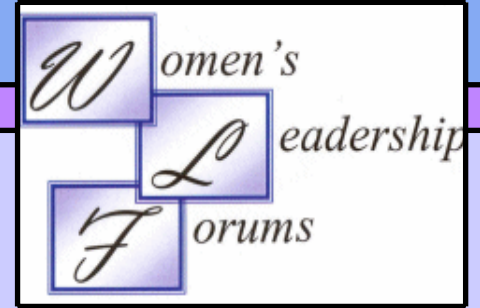
Showcasing  
**Better Jobs! GEM-SET,**  
**Better Earnings! Wi\$e Up,** and  
**Better Living! Flex-Options**

## Handbook on 21st Century Working Women

Commissioned to Employment Policy Foundation  
Released in March 2005 for Women's History Month  
<http://www.epf.org/pubs/monographs/2005/handbook/>

**Women's Bureau's 85<sup>th</sup> Anniversary – June 2005**

# Outreach



## Women's Leadership Forums

Information sessions for leaders to share ideas and to learn about Women's Bureau demonstration projects

32 scheduled forums from March to September 2005

Led by Regional Administrators

Each event attended by 25 to 30 potential partners from faith-based organizations, chambers of commerce, employers, local industry, and state and local governments





- ★ 2004 events
- ★ 2005 events

## Locations, Dates, and Partners

Indianapolis, IN (March 24) Ivy Tech College

Helena, MT (April 7) Languages and Literature Department of Carroll College

Nashville, TN (April 20) Tennessee Economic Council on Women

Laramie, WY (April 22) Women's Studies Department of the University of Wyoming

Old San Juan, PR (April 22) Puerto Rico Chamber of Commerce and the San Juan law offices of Vissepo & Vissepo

Los Angeles, CA (April 29) Korean-American Coalition

Bismarck, ND (May 5) Bismarck Business and Professional Women and the University of Mary

Birmingham, AL (May 11) YWCA Central Alabama

Charleston, SC (May 17) Center for Women at the Tate Center for Entrepreneurship College of Charleston

New Castle, DE (May 23) Women's Leadership Development Program, Institute for Public-Administration-University of Delaware

Boise, ID (May 24) First Lady of Idaho, Boise-Metro Greater Chamber of Commerce, and Idaho Women's Commission

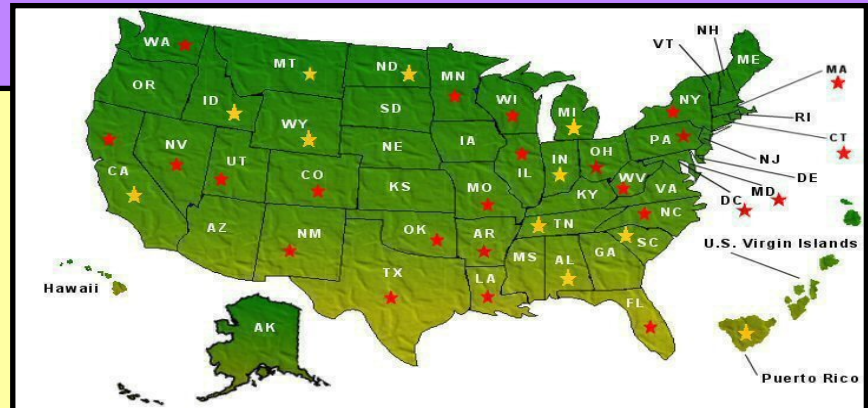
Ann Arbor, MI (May 24) Washtenaw Development Council

Manchester, NH (June 14) Alyson Pittman Giles

Portland, OR (June 15) Portland Business Alliance, Greater Portland Chamber of Commerce, Oregon Commission on Women, and Key Bank

Anchorage, AK (June 17) Anchorage Chamber of Commerce

Frankfort, KY (June 17) Kentucky Commission on Women





# FY 2004 Events

## *National Women's Leadership Summit*

*Washington, DC (October 17-18, 2004), WE Inc.*

Miami, FL (February 21) Burger King Corporation

Diablo Valley, CA (February 25) Diablo Valley Women in Business

Hartford, CT (March 25) Metro Hartford Alliance

Albuquerque, NM (April 8) Bank of America

Kansas City, MO (April 13) Greater Kansas City Chamber of Commerce

St. Louis, MO (April 14) St. Louis Regional Commerce and Growth Association

Chicago/Evanston, IL (April 21) Northwestern Council of 100 Leadership Forum and Northwestern University

Springfield, IL (April 22) Alice Phillips

Salt Lake City, UT (April 27) Utah Commission for Women and Families

Denver, CO (April 28) Metro Denver Chamber Foundation

New York, NY (May 12) Care-Givers-on-Call

Houston, TX (May 18) J.P.Morgan Chase Bank

Boston, MA (June 15) Goodwin Procter, LLP

New Orleans, LA (June 24) Cenergy Corp and Schlumberger All Field Services

Raleigh, NC (June 29) Laura Bingham, President of Peace College

Charleston, WV (June 30) Jane Carter

Pasadena, CA (July 15) Women at Work and Bank of America

Minneapolis, MN (July 20) Minnesota Commission on the Economic Status of Women and the College of St. Catherine

Las Vegas, NV (July 21) Nevada Power, SBA, and Women Impacting Public Policy

Oklahoma City, OK (July 28) Oklahoma State Chamber

Madison, WI (August 19) Wisconsin Women of Color

Columbus, OH (September 15) Victoria Green, the National Association of Women Business Owners, Columbus Chapter, and the Office of Ohio Treasurer Joe Deters

Little Rock, AR (September 21) Martha McCaskill of Roddy McCaskill Realty

Annapolis, MD (September 30) The Tidings Corporation and BankAnnapolis

Philadelphia, PA (October 1) International Association of Jewish Vocational Services

Washington, DC (October 5) National Museum of Women in the Arts, The Tidings Corporation, and West Financial Group

Seattle, WA (October 7) Greater Seattle Chamber of Commerce

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